

## Gender Pay Gap Report 2018

Our gender pay gap report is set out below in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm the data reported is accurate.

Having analysed our gender pay gap figures, our mean and median figures continue to be lower than the average mean and median figures for the legal sector and within each quartile the gaps are either much smaller or non-existent. To supplement the data we are required to provide by law, and in line with our commitment to being fully transparent, our report also includes gender pay gap data regarding partners.

Our gap primarily exists because of the structure of our workforce, with women representing the majority across the firm, across each quartile and across all groups including solicitors and business support services. 100% of secretarial roles were filled by women on 5 April 2018.

Female leadership has always played an important and influential part in the growth of the Firm. In the partnership, 44% of our partners (25 out of 57) are female and 10 female partners are in leadership positions including our senior partner. Women also head four of our seven business service groups.

Forsters is committed to seeing each and every one of our people realise their potential in a diverse and inclusive working environment and will work to reduce or eliminate any gender pay gap that exists. We will continue our policy of attracting, recruiting, developing and retaining the best possible talent regardless of age, sex, sexual orientation, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief.

We invest in our staff and provide opportunities for the whole firm to engage with our market-leading training programme "The Skills Academy". For senior lawyers we have introduced the Advanced Skills Academy and we are actively encouraging professional coaching and mentoring across the business.

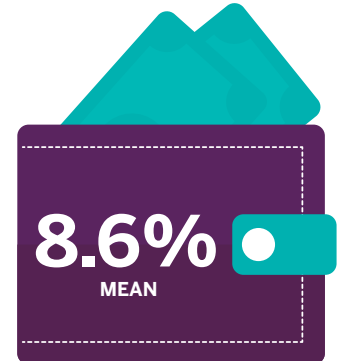
The firm provides clear career progression routes for staff. Our latest initiative in this area is the role of Counsel. We believe this is a positive and exciting step forward in our approach to personal career development at Forsters and we have been encouraged by the positive initial responses to the framework and associated learning and development upgrade from our lawyers.

Regular D&I training ensures staff awareness and helps to play an important role in embedding a diverse and inclusive culture within the firm and in challenging unconscious bias. We have also raised awareness of mental health issues in the workplace through our partnership with the charity MIND, and this has included being a regular award winner as part of the annual MIND survey.

We are committed to continuing and enhancing our gender equality and diversity and inclusion initiatives through consultation with our staff.

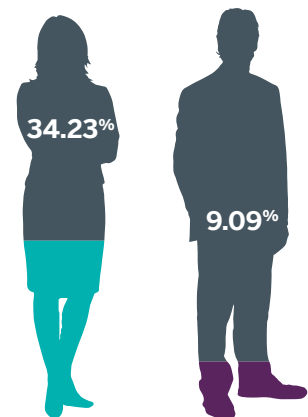
**Smita Edwards** Senior Partner  
**Alison Fairchild** Head of HR  
**Paul Roberts** Managing Partner

### PARTNER PAY GAP

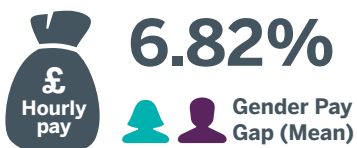


To be fully transparent and inclusive we are going beyond the statutory reporting requirements and have published for the first time our partner pay gap figures.

### PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUSES IN THE PERIOD 6 APRIL 2017 TO 5 APRIL 2018



### GENDER PAY GAP



### GENDER BONUS GAP



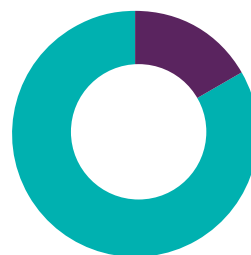
### PAY QUANTILES



Upper quartile  
 👤 Women 56.41%  
 👤 Men 43.59%



Upper middle quartile  
 👤 Women 62.82%  
 👤 Men 37.18%



Lower middle quartile  
 👤 Women 83.33%  
 👤 Men 16.67%



Lower quartile  
 👤 Women 56.41%  
 👤 Men 43.59%